

WAGE DETERMINATION NO: 94-2026 REV (17) AREA: AZ,TUSCON

WAGE DETERMINATION NO: h0h294-2026 REV (17) AREA: AZ,TUSCON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2026
Revision No.: 17
Date Of Last Revision: 09/13/2000

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.77
Accounting Clerk II	7.92
Accounting Clerk III	9.21
Accounting Clerk IV	11.13
Court Reporter	10.15
Dispatcher, Motor Vehicle	10.15
Document Preparation Clerk	6.57
Duplicating Machine Operator	6.57
Film/Tape Librarian	8.89
General Clerk I	5.68
General Clerk II	6.47
General Clerk III	8.25
General Clerk IV	11.75
Housing Referral Assistant	12.44
Key Entry Operator I	7.46
Key Entry Operator II	8.61
Messenger (Courier)	5.68
Order Clerk I	6.86
Order Clerk II	9.22
Personnel Assistant (Employment) I	7.32
Personnel Assistant (Employment) II	8.23
Personnel Assistant (Employment) III	9.40
Personnel Assistant (Employment) IV	11.52
Production Control-Clerk	12.44
Rental Clerk	8.89
Scheduler, Maintenance	8.89
Secretary I	8.89
Secretary II	10.15
Secretary III	12.44
Secretary IV	14.33
Secretary V	15.56

Service Order Dispatcher	8.89
Stenographer I	8.04
Stenographer II	9.00
Supply Technician	14.33
Survey Worker (Interviewer)	10.15
Switchboard Operator-Receptionist	6.57
Test Examiner	10.15
Test Proctor	10.15
Travel Clerk I	8.31
Travel Clerk II	8.71
Travel Clerk III	9.14
Word Processor I	8.02
Word Processor II	10.40
Word Processor III	11.64
Automatic Data Processing Occupations	
Computer Data Librarian	11.08
Computer Operator I	7.44
Computer Operator II	10.08
Computer Operator III	12.01
Computer Operator IV	13.34
Computer Operator V	14.78
Computer Programmer I (1)	12.41
Computer Programmer II (1)	15.37
Computer Programmer III (1)	16.09
Computer Programmer IV (1)	18.97
Computer Systems Analyst I (1)	16.09
Computer Systems Analyst II (1)	18.97
Computer Systems Analyst III (1)	23.53
Peripheral Equipment Operator	11.08
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.17
Automotive Worker	15.17
Electrician, Automotive	16.79
Mobile Equipment Servicier	13.54
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.17
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	12.60
Motor Vehicle Upholstery Worker	14.37
Motor Vehicle Wrecker	15.17
Painter, Automotive	15.98
Radiator Repair Specialist	15.17
Tire Repairer	13.08
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	11.12
Cook I	8.67
Cook II	11.12
Dishwasher	6.25
Food Service Worker	6.25
Meat Cutter	9.83
Waiter/Waitress	6.86
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.98
Furniture Handler	10.70
Furniture Refinisher	15.98

Furniture Refinisher Helper	12.60
Furniture Repairer, Minor	14.37
Upholsterer	15.98
General Services and Support Occupations	
Cleaner, Vehicles	6.25
Elevator Operator	6.25
Gardener	8.67
House Keeping Aid I	5.65
House Keeping Aid II	6.25
Janitor	6.25
Laborer, Grounds Maintenance	6.86
Maid or Houseman	5.65
Pest Controller	9.20
Refuse Collector	6.25
Tractor Operator	8.07
Window Cleaner	6.86
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.37
Exhibits Specialist I	14.31
Exhibits Specialist II	15.46
Exhibits Specialist III	18.92
Illustrator I	14.31
Illustrator II	15.46
Illustrator III	18.92
Librarian	15.56
Library Technician	12.41
Photographer I	11.16
Photographer II	14.31
Photographer III	15.46
Photographer IV	18.92
Photographer V	22.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00
Counter Attendant	6.00
Dry Cleaner	7.25

Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	7.69
Tailor	8.12
Washer, Machine	6.34
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.98
Tool and Die Maker	19.23
Material Handling and Packing Occupations	
Forklift Operator	7.97
Fuel Distribution System Operator	13.54
Material Coordinator	14.37
Material Expediter	14.37
Material Handling Laborer	7.12
Order Filler	9.21
Production Line Worker (Food Processing)	8.30
Shipping Packer	7.80
Shipping/Receiving Clerk	7.80
Stock Clerk (Shelf Stocker; Store Worker II)	9.72
Store Worker I	8.95
Tools and Parts Attendant	9.65
Warehouse Specialist	8.30
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.79
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	17.60
Aircraft Servicer	14.37
Aircraft Worker	15.17
Appliance Mechanic	15.98
Bicycle Repairer	13.08
Cable Splicer	16.79
Carpenter, Maintenance	15.98
Carpet Layer	15.17
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	10.66
Electronics Technician, Maintenance II	15.98
Electronics Technician, Maintenance III	16.79
Fabric Worker	14.37
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.17
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	6.25
Locksmith	15.98
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	16.79
Maintenance Trades Helper	12.60
Millwright	16.79
Office Appliance Repairer	15.98
Painter, Aircraft	15.98

ainter, Maintenance	15.98
ipefitter, Maintenance	16.79
Plumber, Maintenance	15.98
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.17
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.17
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	17.60
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.54
Miscellaneous Occupations	
Animal Caretaker	7.46
Carnival Equipment Operator	8.07
Carnival Equipment Repairer	8.67
Carnival Worker	6.25
Cashier	5.33
Desk Clerk	5.92
Embalmer	18.66
Lifeguard	5.33
Mortician	18.66
Park Attendant (Aide)	6.62
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.57
Recreation Specialist	8.21
Recycling Worker	8.07
Sales Clerk	5.33
School Crossing Guard (Crosswalk Attendant)	6.25
Sport Official	5.33
Survey Party Chief (Chief of Party)	8.67
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.62
Swimming Pool Operator	9.72
Vending Machine Attendant	8.07
Vending Machine Repairer	9.72
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	5.92
Child Care Center Clerk	7.39
Chore Aid	5.65
Homemaker	8.21
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	15.98
Stationary Engineer	16.79
Ventilation Equipment Tender	12.60
Water Treatment Plant Operator	15.98
Protective Service Occupations	
Alarm Monitor	6.82
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	5.33

Guard II	6.82
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	9.96
Hatch Tender	9.96
Line Handler	9.96
Stevedore I	9.43
Stevedore II	10.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.39
Archeological Technician II	12.74
Archeological Technician III	15.78
Cartographic Technician	15.78
Civil Engineering Technician	15.78
Computer Based Training (CBT) Specialist/ Instructor	16.09
Drafter I	9.94
Drafter II	11.16
Drafter III	14.31
Drafter IV	15.46
Engineering Technician I	11.12
Engineering Technician II	12.48
Engineering Technician III	13.97
Engineering Technician IV	15.78
Engineering Technician V	19.31
Engineering Technician VI	23.36
Environmental Technician	15.78
Flight Simulator/Instructor (Pilot)	18.97
Graphic Artist	16.09
Instructor	19.31
Laboratory Technician	14.21
Mathematical Technician	15.78
Paralegal/Legal Assistant I	13.36
Paralegal/Legal Assistant II	15.92
Paralegal/Legal Assistant III	16.78
Paralegal/Legal Assistant IV	19.25
Photooptics Technician	15.78
Technical Writer	23.36
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.01
Weather Observer, Senior (3)	13.34
Weather Observer, Upper Air (3)	12.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.99
Parking and Lot Attendant	11.33
Shuttle Bus Driver	8.29
Taxi Driver	7.71
Truckdriver, Heavy Truck	10.45
Truckdriver, Light Truck	8.29
Truckdriver, Medium Truck	9.99
Truckdriver, Tractor-Trailer	10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span

of continuous service with the present contractor or successor, wherever employed, and with

the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of

basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

ending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions
h

as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or

equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

** UNIFORM ALLOWANCE **

employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of

"wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

- laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

(C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

3E DETERMINATION NO: 94-2050 REV (9) AREA: CA, MONTEREY

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William W. Gross	Division of	Wage Determination No.: 1994-2050
Director	Wage Determinations	Revision No.: 9
		Date Of Last Revision: 09/13/2000

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.11
Accounting Clerk II	9.95
Accounting Clerk III	11.69
Accounting Clerk IV	13.50
Court Reporter	11.55
Dispatcher, Motor Vehicle	11.55
Document Preparation Clerk	9.65
Duplicating Machine Operator	9.65
Film/Tape Librarian	10.33
General Clerk I	6.45
General Clerk II	7.25
General Clerk III	9.70
General Clerk IV	10.84
Housing Referral Assistant	12.58
Key Entry Operator I	8.62
Key Entry Operator II	10.21
Messenger (Courier)	6.45
Order Clerk I	9.11
Order Clerk II	11.90
Personnel Assistant (Employment) I	7.44
Personnel Assistant (Employment) II	8.34
Personnel Assistant (Employment) III	10.52
Personnel Assistant (Employment) IV	11.75
Production Control Clerk	12.56
Rental Clerk	10.33
Scheduler, Maintenance	10.33
Secretary I	10.33
Secretary II	11.55
Secretary III	12.58
Secretary IV	15.25
Secretary V	16.88

Service Order Dispatcher	10.33
Stenographer I	9.19
Stenographer II	10.33
Supply Technician	15.25
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	9.63
Test Examiner	11.55
Test Proctor	11.55
Travel Clerk I	9.32
Travel Clerk II	9.88
Travel Clerk III	10.60
Word Processor I	9.19
Word Processor II	10.33
Word Processor III	11.55
Automatic Data Processing Occupations	
Computer Data Librarian	11.12
Computer Operator I	9.50
Computer Operator II	11.16
Computer Operator III	12.39
Computer Operator IV	13.76
Computer Operator V	15.26
Computer Programmer I (1)	11.84
Computer Programmer II (1)	14.21
Computer Programmer III (1)	16.84
Computer Programmer IV (1)	20.39
Computer Systems Analyst I (1)	14.21
Computer Systems Analyst II (1)	16.84
Computer Systems Analyst III (1)	20.37
Peripheral Equipment Operator	11.12
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.56
Automotive Glass Installer	15.09
Automotive Worker	15.09
Electrician, Automotive	15.85
Mobile Equipment Servicer	13.56
Motor Equipment Metal Mechanic	16.56
Motor Equipment Metal Worker	15.09
Motor Vehicle Mechanic	16.56
Motor Vehicle Mechanic Helper	12.81
Motor Vehicle Upholstery Worker	14.30
Motor Vehicle Wrecker	15.09
Painter, Automotive	15.85
Radiator Repair Specialist	15.09
Tire Repairer	13.10
Transmission Repair Specialist	16.56
Food Preparation and Service Occupations	
Baker	11.08
Cook I	10.00
Cook II	11.08
Dishwasher	7.89
Food Service Worker	7.89
Meat Cutter	11.08
Waiter/Waitress	8.42
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.67
Furniture Handler	11.22
Furniture Refinisher	15.67

Furniture Refinisher Helper	12.68
Furniture Repairer, Minor	14.15
Upholsterer	15.67
General Services and Support Occupations	
Cleaner, Vehicles	7.89
Elevator Operator	7.89
Gardener	10.00
House Keeping Aid I	7.35
House Keeping Aid II	7.89
Janitor	7.89
Laborer, Grounds Maintenance	8.42
Maid or Houseman	7.35
Pest Controller	10.54
Refuse Collector	7.89
Tractor Operator	9.47
Window Cleaner	8.42
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	10.93
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.25
Exhibits Specialist I	11.96
Exhibits Specialist II	14.94
Exhibits Specialist III	18.27
Illustrator I	11.96
Illustrator II	14.94
Illustrator III	18.27
Librarian	16.88
Library Technician	11.55
Photographer I	9.56
Photographer II	11.96
Photographer III	14.93
Photographer IV	18.27
Photographer V	22.11
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.65
Counter Attendant	7.65
Dry Cleaner	9.12

Finisher, Flatwork, Machine	7.65
Presser, Hand	7.65
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.65
Presser, Machine, Wearing Apparel, Laundry	7.65
Sewing Machine Operator	9.71
Tailor	10.29
Washer, Machine	8.23
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.67
Tool and Die Maker	18.42
Material Handling and Packing Occupations	
Forklift Operator	13.18
Fuel Distribution System Operator	13.41
Material Coordinator	12.17
Material Expediter	12.17
Material Handling Laborer	8.89
Order Filler	11.69
Production Line Worker (Food Processing)	10.95
Shipping Packer	10.11
Shipping/Receiving Clerk	10.11
Stock Clerk (Shelf Stocker; Store Worker II)	11.34
Store Worker I	10.70
Tools and Parts Attendant	10.95
Warehouse Specialist	10.95
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.37
Aircraft Mechanic Helper	12.68
Aircraft Quality Control Inspector	17.11
Aircraft Servicer	14.15
Aircraft Worker	14.91
Appliance Mechanic	15.67
Bicycle Repairer	12.96
Cable Splicer	16.37
Carpenter, Maintenance	15.67
Carpet Layer	14.91
Electrician, Maintenance	16.37
Electronics Technician, Maintenance I	13.80
Electronics Technician, Maintenance II	14.49
Electronics Technician, Maintenance III	15.14
Fabric Worker	14.15
Fire Alarm System Mechanic	16.37
Fire Extinguisher Repairer	13.41
Fuel Distribution System Mechanic	16.37
General Maintenance Worker	13.81
Heating, Refrigeration and Air Conditioning Mechanic	16.37
Heavy Equipment Mechanic	16.37
Heavy Equipment Operator	16.37
Instrument Mechanic	16.37
Laborer	7.89
Locksmith	15.67
Machinery Maintenance Mechanic	16.37
Machinist, Maintenance	16.37
Maintenance Trades Helper	12.68
Millwright	16.37
Office Appliance Repairer	15.67
Painter, Aircraft	15.67

ainter, Maintenance	15.67
ipefitter, Maintenance	16.37
Plumber, Maintenance	15.67
Pneudraulic Systems Mechanic	16.37
Rigger	16.37
Scale Mechanic	14.91
Sheet-Metal Worker, Maintenance	16.37
Small Engine Mechanic	14.91
Telecommunication Mechanic I	16.37
Telecommunication Mechanic II	17.11
Telephone Lineman	16.37
Welder, Combination, Maintenance	16.37
Well Driller	16.37
Woodcraft Worker	16.37
Woodworker	13.41
Miscellaneous Occupations	
Animal Caretaker	8.92
Carnival Equipment Operator	9.47
Carnival Equipment Repairer	10.00
Carnival Worker	7.89
Cashier	6.26
Desk Clerk	7.68
Embalmer	16.57
Lifeguard	6.84
Mortician	16.57
Park Attendant (Aide)	8.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.84
Recreation Specialist	10.64
Recycling Worker	9.47
Sales Clerk	6.84
School Crossing Guard (Crosswalk Attendant)	7.89
Sport Official	6.84
Survey Party Chief (Chief of Party)	11.25
Surveying Aide	5.89
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.08
Swimming Pool Operator	11.08
Vending Machine Attendant	9.47
Vending Machine Repairer	11.08
Vending Machine Repairer Helper	9.47
Personal Needs Occupations	
Child Care Attendant	7.68
Child Care Center Clerk	9.58
Chore Aid	7.35
Homemaker	10.64
Plant and System Operation Occupations	
Boiler Tender	16.37
Sewage Plant Operator	15.67
Stationary Engineer	16.37
Ventilation Equipment Tender	12.68
Water Treatment Plant Operator	15.66
Protective Service Occupations	
Alarm Monitor	8.68
Corrections Officer	18.03
Court Security Officer	19.14
Detention Officer	18.03
Firefighter	18.02
Guard I	7.76

Guard II	8.68
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.81
Hatch Tender	12.81
Line Handler	12.81
Stevedore I	12.17
Stevedore II	13.43
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.53
Archeological Technician II	12.05
Archeological Technician III	14.94
Cartographic Technician	14.94
Civil Engineering Technician	14.94
Computer Based Training (CBT) Specialist/ Instructor	14.21
Drafter I	8.52
Drafter II	9.56
Drafter III	11.96
Drafter IV	14.94
Engineering Technician I	8.52
Engineering Technician II	9.56
Engineering Technician III	11.96
Engineering Technician IV	14.94
Engineering Technician V	18.27
Engineering Technician VI	22.11
Environmental Technician	13.76
Flight Simulator/Instructor (Pilot)	16.84
Graphic Artist	14.21
Instructor	13.43
Laboratory Technician	11.21
Mathematical Technician	14.94
Paralegal/Legal Assistant I	12.52
Paralegal/Legal Assistant II	15.25
Paralegal/Legal Assistant III	18.65
Paralegal/Legal Assistant IV	22.56
Photooptics Technician	14.94
Technical Writer	20.39
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.39
Weather Observer, Senior (3)	13.78
Weather Observer, Upper Air (3)	12.39
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.32
Parking and Lot Attendant	6.61
Shuttle Bus Driver	8.38
Taxi Driver	9.22
Truckdriver, Heavy Truck	13.38
Truckdriver, Light Truck	8.38
Truckdriver, Medium Truck	12.48
Truckdriver, Tractor-Trailer	14.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span

of continuous service with the present contractor or successor, wherever employed, and with

the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE FOLLOWING OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay

for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of

basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening,

ending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions
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as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

** UNIFORM ALLOWANCE **

employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section

j (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

tion, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2)
C- Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,

it is not the job title, but the required tasks that determine whether a class is included

in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2080 REV (13) AREA: CO,COLORADO SPRINGS

WAGE DETERMINATION NO: h0h294-2080 REV (13) AREA: CO,COLORADO SPRINGS
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2080
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 09/13/2000

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.03
Accounting Clerk II	9.81
Accounting Clerk III	11.04
Accounting Clerk IV	13.91
Court Reporter	11.55
Dispatcher, Motor Vehicle	12.45
Document Preparation Clerk	8.98
Duplicating Machine Operator	8.98
Film/Tape Librarian	8.78
General Clerk I	8.08
General Clerk II	9.10
General Clerk III	9.91
General Clerk IV	11.15
Housing Referral Assistant	12.94
Key Entry Operator I	7.48
Key Entry Operator II	9.46
Messenger (Courier)	9.59
Order Clerk I	8.54
Order Clerk II	9.26
Personnel Assistant (Employment) I	7.83
Personnel Assistant (Employment) II	8.82
Personnel Assistant (Employment) III	11.06
Personnel Assistant (Employment) IV	12.94
Production Control Clerk	13.00
Rental Clerk	10.09
Scheduler, Maintenance	10.09
Secretary I	10.09
Secretary II	11.55
Secretary III	13.72
Secretary IV	15.36
Secretary V	17.62

Service Order Dispatcher	10.09
Stenographer I	8.72
Stenographer II	11.10
Supply Technician	13.55
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	8.59
Test Examiner	11.55
Test Proctor	11.55
Travel Clerk I	8.40
Travel Clerk II	8.99
Travel Clerk III	9.48
Word Processor I	9.03
Word Processor II	10.22
Word Processor III	11.43
Automatic Data Processing Occupations	
Computer Data Librarian	8.94
Computer Operator I	8.94
Computer Operator II	10.51
Computer Operator III	12.94
Computer Operator IV	13.82
Computer Operator V	14.41
Computer Programmer I (1)	16.17
Computer Programmer II (1)	17.62
Computer Programmer III (1)	21.98
Computer Programmer IV (1)	26.03
Computer Systems Analyst I (1)	18.89
Computer Systems Analyst II (1)	22.49
Computer Systems Analyst III (1)	27.38
Peripheral Equipment Operator	10.29
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.19
Automotive Glass Installer	12.62
Automotive Worker	12.62
Electrician, Automotive	13.42
Mobile Equipment Servicer	11.04
Motor Equipment Metal Mechanic	14.19
Motor Equipment Metal Worker	12.62
Motor Vehicle Mechanic	16.32
Motor Vehicle Mechanic Helper	11.93
Motor Vehicle Upholstery Worker	13.60
Motor Vehicle Wrecker	14.58
Painter, Automotive	15.44
Radiator Repair Specialist	14.50
Tire Repairer	10.67
Transmission Repair Specialist	16.32
Food Preparation and Service Occupations	
Baker	9.80
Cook I	8.24
Cook II	9.42
Dishwasher	6.57
Food Service Worker	6.57
Meat Cutter	9.80
Waiter/Waitress	6.13
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.42
Furniture Handler	9.98
Furniture Refinisher	13.42

Furniture Refinisher Helper	10.38
Furniture Repairer, Minor	11.83
Upholsterer	13.42
General Services and Support Occupations	
Cleaner, Vehicles	6.57
Elevator Operator	6.57
Gardener	8.57
House Keeping Aid I	6.29
House Keeping Aid II	6.57
Janitor	6.57
Laborer, Grounds Maintenance	7.05
Maid or Houseman	6.43
Pest Controller	10.42
Refuse Collector	6.57
Tractor Operator	8.06
Window Cleaner	7.16
Health Occupations	
Dental Assistant	11.64
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.91
Licensed Practical Nurse I	10.39
Licensed Practical Nurse II	11.66
Licensed Practical Nurse III	13.04
Medical Assistant	9.66
Medical Laboratory Technician	9.93
Medical Record Clerk	9.73
Medical Record Technician	11.97
Nursing Assistant I	6.40
Nursing Assistant II	7.17
Nursing Assistant III	7.84
Nursing Assistant IV	8.79
Pharmacy Technician	10.76
Phlebotomist	9.93
Registered Nurse I	13.04
Registered Nurse II	15.95
Registered Nurse II, Specialist	15.95
Registered Nurse III	19.30
Registered Nurse III, Anesthetist	19.30
Registered Nurse IV	23.13
Information and Arts Occupations	
Audiovisual Librarian	17.64
Exhibits Specialist I	15.06
Exhibits Specialist II	18.28
Exhibits Specialist III	19.90
Illustrator I	15.06
Illustrator II	18.28
Illustrator III	19.90
Librarian	17.62
Library Technician	11.66
Photographer I	12.16
Photographer II	15.06
Photographer III	18.28
Photographer IV	19.90
Photographer V	23.48
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.31
Counter Attendant	6.31
Dry Cleaner	7.79

Finisher, Flatwork, Machine	6.31
Presser, Hand	6.31
Presser, Machine, Drycleaning	6.31
Presser, Machine, Shirts	6.31
Presser, Machine, Wearing Apparel, Laundry	6.31
Sewing Machine Operator	8.19
Tailor	8.86
Washer, Machine	6.85
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.42
Tool and Die Maker	16.22
Material Handling and Packing Occupations	
Forklift Operator	10.78
Fuel Distribution System Operator	12.70
Material Coordinator	13.60
Material Expediter	13.60
Material Handling Laborer	8.84
Order Filler	8.78
Production Line Worker (Food Processing)	10.78
Shipping Packer	10.70
Shipping/Receiving Clerk	10.38
Stock Clerk (Shelf Stocker; Store Worker II)	10.30
Store Worker I	8.38
Tools and Parts Attendant	11.03
Warehouse Specialist	10.71
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.22
Aircraft Mechanic Helper	11.13
Aircraft Quality Control Inspector	16.07
Aircraft Servicer	12.69
Aircraft Worker	13.53
Appliance Mechanic	13.42
Bicycle Repairer	10.67
Cable Splicer	16.21
Carpenter, Maintenance	14.07
Carpet Layer	14.51
Electrician, Maintenance	14.19
Electronics Technician, Maintenance I	17.85
Electronics Technician, Maintenance II	18.98
Electronics Technician, Maintenance III	20.12
Fabric Worker	13.60
Fire Alarm System Mechanic	16.32
Fire Extinguisher Repairer	12.70
Fuel Distribution System Mechanic	16.32
General Maintenance Worker	12.62
Heating, Refrigeration and Air Conditioning Mechanic	16.06
Heavy Equipment Mechanic	15.53
Heavy Equipment Operator	15.57
Instrument Mechanic	16.32
Laborer	8.46
Locksmith	13.42
Machinery Maintenance Mechanic	14.24
Machinist, Maintenance	14.19
Maintenance Trades Helper	10.38
Millwright	15.26
Office Appliance Repairer	14.35
Painter, Aircraft	15.44

Painter, Maintenance	13.42
Pipefitter, Maintenance	14.75
Plumber, Maintenance	14.82
Pneudraulic Systems Mechanic	16.51
Rigger	16.51
Scale Mechanic	14.51
Sheet-Metal Worker, Maintenance	14.19
Small Engine Mechanic	12.62
Telecommunication Mechanic I	15.68
Telecommunication Mechanic II	17.24
Telephone Lineman	16.31
Welder, Combination, Maintenance	13.89
Well Driller	14.68
Woodcraft Worker	15.46
Woodworker	11.16
Miscellaneous Occupations	
Animal Caretaker	7.56
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Carnival Equipment Repairer	8.57
Carnival Worker	6.28
Cashier	6.18
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Embalmer	14.94
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Mortician	15.23
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Recreation Specialist	10.35
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Sales Clerk	6.31
School Crossing Guard (Crosswalk Attendant)	5.77
Sport Official	6.31
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Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.93
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Vending Machine Attendant	7.98
Vending Machine Repairer	9.79
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Personal Needs Occupations	
Child Care Attendant	7.08
Child Care Center Clerk	8.83
Chore Aid	6.13
Homemaker	9.81
Plant and System Operation Occupations	
Boiler Tender	16.31
Sewage Plant Operator	15.44
Stationary Engineer	15.06
Ventilation Equipment Tender	10.71
Water Treatment Plant Operator	15.44
Protective Service Occupations	
Alarm Monitor	9.52
Corrections Officer	10.62
Court Security Officer	10.62
Detention Officer	10.62
Firefighter	10.62
Guard I	6.97

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Police Officer	10.62
Stevedoring/Longshoremen Occupations	
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Hatch Tender	11.99
Line Handler	11.99
Stevedore I	12.88
Stevedore II	14.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
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Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
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Weather Observer, Combined Upper Air and Surface Programs (3)	13.82
Weather Observer, Senior (3)	13.82
Weather Observer, Upper Air (3)	12.94
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.92
Parking and Lot Attendant	7.91
Shuttle Bus Driver	10.31
Taxi Driver	6.49
Truckdriver, Heavy Truck	11.60
Truckdriver, Light Truck	10.31
Truckdriver, Medium Truck	10.84
Truckdriver, Tractor-Trailer	11.60

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

the duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section

5 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s)

and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed

classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the

employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the

action, together with the agency's recommendations and pertinent information including

position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2)

cf
ulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves

the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Remember,
it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.